Merry Christmas

"I heard the bells on Christmas Day
Their old familiar carols play,
And wild and sweet
The words repeat
Of peace on earth, good will to men!"

—Longfellow, Christmas Bells
Christmas Excursions
Good to nearly all points.
Effective Dec. 12th to 31st. Return before February 1st, 1936.
GREYHOUND TERMINAL
350 Broadway     Tel. 4-6165

Phone 3-0566

LOUIS J. BERBEN
Dispensing Optician
Oculists’ Prescriptions Filled
36 MAIDEN LANE
ALBANY, N. Y.
3 Doors Below No. Pearl St.

---

Enjoy a 4 STAR HOTEL in New York

★ for BUSINESS...1 block from Times Square, 3 blocks from 5th Ave. 8 minutes to Wall St. Underground passageway to all subways.
★ for DINING...3 fine restaurants to choose from—the Coffee Room, the Tavern Grill and Bar, and the Main Dining Room, with dancing.
★ for RECREATION...69 fine theatres within 6 blocks. 1 block from Broadway...4 short blocks to Madison Square Garden.
★ for QUIET SLEEP...Our 32 stories of fresh air and sunshine assure you quiet rest. Simmons beds assure you comfort.

JOHN T. WEST, Manager
FRANK W. KRIDEL
Managing Director

HARRY SIMMONS CO., INC.
104 State St.
DISCONTINUING TOY DEPT.
Your chance to buy Christmas Toys at savings of
1/4 to 1/2

104 State St., Albany     319 River St., Troy
Shop Early for Good Selections Fine Store Fixtures for Sale
The 8 Hour Day—Up to Now

Ever since the establishment by the State of hospitals for the insane and other special diseases, prisons, and social welfare institutions, the State of New York has required the employees doing the vast majority of tasks in the different branches of these services to work anywhere from ten to twelve hours or longer each day.

Legislative Indictment of the Practice

The following is taken directly from a Joint Legislative Committee Report, dated February 28, 1935:

The number of inmates of the State cared for by institutional employees in 1934 was 89,044. The total number of employees was 17,391. Two-thirds of the employees are males. In addition to their own duties, employees have a responsibility which results in productive activity for the State upon the part of some 40,000 patients or inmates. The report shows the number of married male employees as 6,664 and married female employees 3,100. Over 7,627 employees are unmarried.

The Legislative Report states:

"Nearly sixty per cent or five thousand nine hundred eighty out of ten thousand eighty-four male employees are compelled to labor more than eight hours a day, while three thousand three hundred sixty-eight, almost a third, must work at least twelve hours and four hundred thirty-five are obliged to work more than twelve hours a day."

"This undesirable situation applies to female employees as well as to men. A State which is in the forefront in its humanitarian laws for women in industry and mercantile establishments should not require five thousand eighty-four out of seven thousand three hundred seven of its institutional female employees to labor more than eight hours a day.

"A striking circumstance adduced was the lack of facilities afforded at the various institutions to employees who may wish to improve their own conditions by study. In twenty-four state institutions, such facilities exist, while one institution reports 'some facilities;' twenty-two institutions, however, report 'no facilities.'

"In thirty-three institutions opportunities are available for recreation."

Civil Service Day

Your Association, always the leader in seeking to advance the merit system, has asked the Governor by formal resolution to declare May 4th of each year "Civil Service Day".

This was the day in 1883 when Governor Grover Cleveland signed the historic statute marking the decision of the people to accord fair play and equal opportunity to all men and women regardless of race, religion or politics, who aspired to positions in State service.

It was a distinct step forward in good government. No one could gainsay the value of such a plan to more efficient State work; no one could look upon the condition which it sought to establish except as a reiteration of the sentiments of the Declaration of Independence as to the equality of all men.

The law was the more significant because the bill was championed in the Legislature by the great progressive Theodore Roosevelt. As has frequently happened, a legislature of one political complexion and an executive of another had a part in giving to the Nation this great reform.

The Civil Service system is not only more needed today than it has ever been, but its development to greater usefulness is exceedingly important.

There are less than half of the civil employees of the State in the competitive class, the group which under the law has important employee rights.
**Group Accident and Sickness Insurance Plan**

**Why Group Insurance?**
Group Disability Insurance is based on the "Law of Averages." The purchaser of Group Insurance has the advantage of the "Law of Collective Bargaining," making it possible to obtain liberal protection at a moderate price.

**High Points in the Group Policy Contract:**
The unrestricted insurance clause is attractive; you are insured against bodily injury rather than external, violent and accidental means; inability to work as a result of bodily injury is covered under this insurance policy; the sickness protection features are extremely broad; it is unnecessary that disability have its inception after the date of execution of a policy—every disability is covered regardless of nature or date of inception; this policy is non-cancelable with regard to any individual member; that individual may receive indemnity any number of times and still be eligible for benefits according to the policy, without fear of being disbarred from further indemnity, so long as he retains his membership in the Association.

The Group plan is made possible only by the strength of the Association. In the final analysis, the Association is as strong as each individual member. The time-honored but always beautiful fable by Aesop, telling of the weakness of individual twigs but the strength of those weak twigs when gathered together, should effectively illustrate the point made in this article. If the members of the Association united behind this plan, the benefits will be forthcoming to its individual members; should they fail to support it, none derives any benefit.

It is now up to the interested members of the Association to use the application for insurance printed on another page of this issue. No payment of premium is necessary at the time you send your application in, and will be forthcoming only when the necessary number of applications for insurance are received to put the plan into effect.

Because of several inquiries, this Association takes this opportunity to assure its members that sick leaves, where usually granted State employees, will not be affected because of participation in this plan. The benefits payable to participants in this plan are additional and are very useful in caring for the additional expenses connected with sickness, such as hospitalization expenses, doctor's bills, etc.

**Basketball League**
The basketball league composed of State employees in Albany and sponsored by the Adult Recreation Bureau of the Education Department of the City of Albany, in cooperation with the Association of State employees reports the following standing after the third week of play. Games are held every Tuesday evening during the season.

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<thead>
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<th>Company</th>
<th>W. L. Pct.</th>
<th>Points</th>
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<tr>
<td>State</td>
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### PREMIUM SCHEDULE FOR OFFICE WORKERS

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### PREMIUM SCHEDULE FOR NON-OFFICE WORKERS

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<td>15.30</td>
<td>7.70</td>
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</table>

It is important and the organization as well as the Insurance Company must know your sentiment, hence it would be appreciated if you will make an expression on the subject. Please answer and return the following questionnaire.

The Association of State Civil Service Employees of the State of New York, Room 156, State Capitol, Albany, N. Y.

( ) I am interested in the Group Insurance Plan.
( ) I am not interested in the Group Insurance Plan.
( ) I believe the organization should sponsor the Plan.
( ) I do not believe the organization should sponsor the Plan.

Name ........................................
Address ....................................
Occupation .................................
Civil Service Day
Continued from Page 3

The setting aside of a day each year to be known as "Civil Service Day" and the holding on this day of appropriate public exercises, will not only give recognition to one of the greatest reforms in the State's history but will also serve to honor because of their outstanding efforts in securing this reform, two great statesmen, Theodore Roosevelt and Grover Cleveland. Important also is the opportunity afforded to keep to the forefront the improvement of the law and wise administration of the law as time goes on.

We suggest that each member address a letter to Governor Herbert H. Lehman, Executive Chamber, Albany, N. Y., urging recognition of the importance of the merit system to the State and its welfare through the formal declaration of May 4 each year as "Civil Service Day".

Credit Unions

The N. Y. State Albany Employees Federal Credit Union serving the State employees in Albany, started the year with 12 members and $60. As membership and assets have been steadily growing, there are today 450 members who have saved $9,000 in assets. The face value of loans made to fellow employees for provident and productive purposes have aggregated well over $23,000 to date. To many this $23,000 figure over and above the $9,000 assets mentioned might cause no little wonder. It is simply arrived at by replenishing the amounts that are repaid at regular intervals anew.

The New York State Center Street (N. Y. C.) Federal Credit Union serving the employees in the State Office Building only in New York City was organized in March of this year and has kept pretty even pace in growth with the Albany group. They are proud to list at this time 350 members who have saved over $7,000. They too have made loans aggregating well over $15,000.

Of the newer groups that have organized credit unions during the past two months, no figures are available at this time.

New York City Chapter
By Robert Axel, Chairman of Publicity

To insure an active and well-rounded program of activities for the coming year, the New York City Chapter of the Association of State Civil Service Employees is completing the organization of a variety of functional committees. Membership in these committees is based not only on specific qualifications for designated services but on the ability of the individual to devote the necessary amount of time and effort toward carrying out the aims and ideals of the Association.

The following committees have already been organized or are in the process of organization:

The Committee on Publicity aims to bring before the public the activities of the Chapter and their relation to the work of the Association. It prepared for publication, the reports of all meetings of the Chapter and of such other matters as may be of general interest to the local membership, subject to the approval of the Executive Council. Various channels, including THE STATE EMPLOYEE and local newspapers, have been used to publicize the work of the Chapter. Other media such as the radio, appropriate magazines and circular letters may be developed to bring about greater interest and appreciation of the results achieved.

Committee on Legislation. This Committee has charge of all legislative matters referred to it by the Executive Council or the Chapter. During the session of the Legislature it reports on all legislation affecting civil service employees at each meeting of the Executive Council and of the Chapter.

The Committee on Membership strives for broader representation as well as increased membership in the Chapter. As indicated in the By-laws this Committee "shall promote membership in the organization, shall receive applications for membership, and shall plan ways and means of building the Chapter. All applications received by the members of the Committee shall be turned over to the financial secretary."

Committee on Personnel. This Committee investigates all complaints referred to it by the Executive Council or the Association Chapter and attempts to adjust the difficulties or remedy unfavorable employment conditions upon request of the Executive Council or the Chapter.

The Social Committee makes all plans and arrangements for social affairs in accordance with the approval of the Executive Council. When necessary additional persons may be appointed on the Committee to assist in the arrangements for social affairs.

The Athletic Committee promotes outdoor athletic events for the membership and endeavors to solicit the interest of a large portion of the group.

The Educational Committee is playing an active part in the work of the Chapter. Its activities will include the arrangement of study classes, lectures, debates, or general discussions in accordance with the approval of the Executive Council. Among its present functions is the soliciting of well-known speakers for annual and monthly meetings of the Chapter.

The Welfare Committee is another important development. Its work is an integral function of cooperative effort of the New York City Chapter. Its aim is to render a variety of welfare services to State Employees. This type of service will become increasingly valuable with the further development of common ideals and interests in the work of the Association.

In addition to the above Committees, the President of the Chapter shall, with the consent and advice of the Executive Council, appoint special committees as may be deemed necessary from time to time.

After You Have Tried Others
For Real Value
Try HOTEL CAPITOL
GREEN ST. OFF STATE
TAP ROOM
Committee Appointments 1936

**LEGISLATIVE COMMITTEE**
W. F. McDonough, Chairman, Dept. of Agriculture & Markets
James O. Hoyle, Dept. of Education
C. C. Colesanti, Middletown State Hospital
Edward A. Selle, New York City Chapter
Elmer E. Lawton, Dept. of Public Works
Beulah Bailey, Dept. of Taxation and Finance

**SALARY COMMITTEE**
Daniel E. Bellows, Dept of Labor
Scott Nichols, Dept. of Audit and Control
Frank L. Tolman, Dept of Education
Samuel Viner, Division of Parole
Irving Siegel, New York City Chapter
John Jahn, Dept of Public Works

**PENSION COMMITTEE**
R. B. Haner, Chairman, Audit and Control
John W. Henry, Dept. of Labor
William J. Pierce, Dept of Law
William R. Arnold, Dept. of Public Works
Dr. H. M. Pollock, Dept of Mental Hygiene
Leon Aronowitz, Dept of Taxation and Finance
Henry Seilheimer, Buffalo Chapter

**CONSTITUTIONAL AMENDMENT COMMITTEE**
John A. Cromie, Chairman, Dept of Taxation & Finance
Edward A. Selle, N. Y. C. Chapter
A. H. VanAuken, Utica Chapter
Leslie S. Wood, Rochester Chapter
Rufus Jarnigan, Buffalo Chapter
W. F. McDonough, Dept of Agriculture & Markets
Dr. H. M. Pollock, Dept of Mental Hygiene
Robert B. Haner, Dept of Audit & Control
Arthur S. Hopkins, Conservation Department

**GROUP ACCIDENT AND SICKNESS INSURANCE COMMITTEE**
Beulah Bailey, Chairman, Dept of Taxation & Finance
Max Schwartz, N. Y. C. Chapter
John A. Cromie, Taxation & Finance Dept.

**SOCIAL COMMITTEE**
Mrs. Hazel A. Ford, Chairman, Dept of Taxation & Finance
May Fitzgerald, Dept of Correction
Lewis S. Armento, Dept of Public Works
Beulah Bailey, Dept of Taxation & Finance
Nina Foran, Dept of Civil Service
Mrs. Robert Lasher, Dept of Taxation & Finance
Grace E. Keck, State Health Laboratory
W. D. Bauer, Dept of Public Works

**CREDIT UNION COMMITTEE**
Lewis S. Armento, Dept of Public Works, Chairman
W. F. McDonough, Dept of Agriculture & Markets
Joseph Gruber, N. Y. C. Chapter
Thomas Gobey, Public Works Dept, Poughkeepsie
Leslie S. Wood, Rochester Chapter
Rufus Jarnigan, Buffalo Chapter
Edward F. Palmatier, Syracuse State School
Horace Gosney, Buffalo State Hospital

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Continued on Page 13

Credit Union Committee

In January of this year, the State employees in the State Office Building in Albany organized a Credit Union, the first to be organized among any State employee group. The Association had been studying credit unions for some time and was quick to observe the beneficial results as indicated by one month of operation in Albany. It was then decided to form a credit union committee which would publicize the mechanics and benefits of credit unions among civil service groups. This campaign was in large measure responsible for the formation of eight State employee credit unions.

Upon the formation of the additional State employee credit unions, it was decided to enlarge the scope of the credit union committee, so as to include as many representatives of the newly formed credit unions as practicable. The purpose of this being the formation of a service organization answering the necessity of supplying definite information as to the individual questions arising for the efficient management of State employee credit unions. This committee is at present acting as a clearing house for information on management and organization problems, and its members are listed along with other committees on another page of this issue.

Credit Union Growth

Just before this issue went to press word was received from the Credit Union Section of the Farm Credit Administration in Washington, D. C., that three new State employee groups have applied for a charter to operate a credit union. The three groups are the Gowanda State Hospital at Helmut, N. Y., Attica State Prison, at Attica, and Auburn State Prison, at Auburn. More information as to their charter members, etc., will be printed in a future issue. With the organization of these three new credit unions, there is a total of 11 credit unions operating among State Employee groups.
A Busy Year Ahead
State civil service employees seeking through this organization as they have always done the upbuilding of State service and the betterment of employee conditions, face a serious task during the coming year. The program for adequate attention to budgeting for personal service and salary adjustments essential to the maintenance of good standards of living, the approval of laws which will abolish forever the long day in institutional service, the strengthening of the civil service law and the extension of the protective features of that law to the thousands not now covered, the safeguarding of the retirement system are positive measures which alone would make the duties of the various committees full and arduous. In addition to these positive activities there will undoubtedly be the need for constant vigilance and the expending of much energy and time in combating the usual array of bills intended to destroy the efficiency of the civil service system to make way for political spoils, personal ambition, or religious and racial intolerances. The infamous provision in the first milk control law setting aside civil service and almost ruining the effectiveness of administration of that good law, the attempted efforts in two legislatures to put the beverage control into partisan politics, the proposed mortgage law which without the direct attention of Governor Lehman would have provided the usual patronage clauses, are examples of dozens of destructive proposals with which the Association's legislative committee has had to contend.

Today, thanks to the efforts of good citizens and the patriotism and alertness of this Association through its officers, committees, headquarters, the press, the radio and its loyal membership of 12,000, respect for civil service is higher than it has ever been.

Members must understand that they themselves have a vital part in progressing that program. They must be watchful for reports of committees and for calls for local action. It is not too early for members to understand their own important part. Within a month your elected representative in the Assembly and in the Senate will be leaving for Albany. All sorts of interests will greet them there. They will be met by groups representing manufacturers, the various industries, banker, railroad, military, labor and many other organizations. Some of the lobbyists who will greet them will inevitably urge openly or secretly the lowering of salaries, or false and selfish economies of one sort or another. Talk with your assemblyman and senator before they leave for Albany, and keep in touch with them after they arrive there; and urge them to confer with representatives of your Association when considering measures affecting State service. Our Association has nothing to promote but wise and economical State service; no selfish motives inspire our efforts. Your officers and committees are not working for money or glory; they serve only to advance and improve worthwhile things of advantage to our State. Tell your legislative representatives to look them up in Albany and assure them of our desire to help in every way.

Be A Real Santa Claus
Make Your Xmas Gift Something Electrical
We Suggest—
A Refrigerator
A Washer
A Radio
A Waffle Iron
A Toastmaster

Be A Good Neighbor
Shop at
WESTINGHOUSE
Headquarters
Cor. ST. AND EAGLE STREETS
Phone 4-3111

Buy Christmas Gift Hosiery Now!

Beautiful New
HAND BAGS
Swaggers, Flats, Envelopes, Novelty Handles, Top Zippers and
MUFF BAGS
94c Others to $2.98

CHRISTMAS PLANTS
Electrically Lighted for Home Decoration
$1.00 to $3.00
Your Charge Account Will Be Welcomed
Delivery Everywhere

Open Saturdays to 9 P. M. Until Christmas
Committees for 1936

It is self apparent that the efficiency of an organization of twelve thousand members scattered all over the State of New York depends in a large measure upon the strength of its committees. Elsewhere in this issue is found the names of members who have undertaken this task of "carrying on." Many of the names will be recognized,—recognized because of prior unselfish contribution to the upbuilding of civil service. To serve on these committees means "service," the devotion of many hours of labor for which there can be no recompense except the satisfaction of achievement—if successful.

Some of those who have had committee assignments in the past should perhaps be relieved in order that someone else bear some of the burden, but the Association cannot afford to lose the experience and "contacts" which these members have built up and so they must be again drafted.

Undoubtedly there are other names which might be added to those already listed, names of members who are anxious to be of service, names of those who feel that some local group should have larger representation. Experience, however, shows that small committees ordinarily function better than larger and more cumbersome ones. Experience also shows that committees where members are so scattered that meetings must be scheduled long in advance cannot be efficient.

Let it be remembered that our committees alone cannot pass legislation or block it. They cannot "carry on" without help. Every member of the Association is a member of the committee of the whole. Let every member, therefore, get his shoulder to the wheel, use his own connections locally for the good of the organization, and if he has information or suggestions which can be of value to the committees, get in touch with the committee chairmen.

Advertisers are not asked for "good will advertising." Reports from those who because of the nature of the ad are in a position to check tell us that they were well repaid for the cost of the ad. The State payroll runs into about fifty million dollars per year and this magazine canvasses most of it. We are discriminating in the acceptance of ads and one of the silent services members can give to the Association is to give first consideration to advertising matter in these pages.

Appointed to State Pension Commission

Governor Lehman announced recently the following appointments to the State Commission on Pensions:

Mr. William J. Picard of Albany and Ralph Van Namee of New York City.

Mr. Picard is reappointed. Several years ago the Association recommended the selection of a civil service employee to this Commission. As a result of this, Mr. Picard was selected. Since his appointment, Mr. Picard has advanced to a position in the exempt class.

The present commission is composed of the following:

William J. Picard, Dr. Frederick W. Parsons, John J. Merrill, Louis H. Pink, Ralph Van Namee.

Although the Commission is made up entirely of public officials, no one of them is a civil service appointee. The great body of members of the State Retirement System is composed of civil service employees. This observation is made without thought of criticism of any member of the Commission. Civil service workers need most the security which lies in old age or disability pensions. They are most vitally concerned. They contribute the major share of the employees' contribution to the system. They should have representation on the Commission. They must remain vigilant constantly to preserve and develop this great rank and file necessity of modern business life.

Questions Box

As a new feature there has been suggested that this publication through the usual "question box" method carry to members of the Association information on questions of general interest. It is therefore suggested that the members submit any question relating to civil service or work of the Association, and we shall be glad to print the answer if there is sufficient interest in this proposal.

Letters to the Editor are always welcome and the ones which in our opinion are most interesting to the readers will be printed. The letters may treat any subject of current interest to Association members.

Suggestions or criticism of the material, make-up, etc., concerning this magazine are always welcome.
Rochester District
By Leslie S. Wood,
Chairman of Publicity

In a previous issue of this magazine the Board of Directors and officers of the N. Y. S. Rochester Employees Federal Credit Union were announced. The Board of Directors have now elected the following committees:

Credit Committee
John Burke, Employment Division
W. F. Skuse, Rehabilitation Division
Conrad O'Malley, Public Works Department
George Gerling, Compensation Division
R. J. Quandt, Public Works Department

Supervisory Committee
Mrs. Cordelia Barth, Tax Department
Paul Smith, Employment Division
Wilmot Cook, Agriculture & Markets Department

Membership is rapidly increasing, thirty-five pass books having been issued to date, representing 75 shares of stock. It is expected that New Year's resolutions will include buying shares in the Credit Union, as we all feel this is a great idea.

Personal

We are sorry to learn that H. H. Duncan, Director of the Rochester Office of the Department of Agriculture & Markets has been ill for the past few weeks. Here's hoping he will soon be with us again.

A hearty welcome is extended to Miss Dorothy Mallory of the Employment Division and David Rothbard of the Compensation Division; both of these people being recently transferred from New York City offices. Also to, George Rogan of the Motor Vehicle Bureau who was transferred from Albany, and Francis Madden of the Motor Vehicle Bureau, transferred from Buffalo.

Rochester State office girls have organized a bowling league. More than thirty have joined and many new friends have been made. It is hoped the other up-State offices will do likewise in order that a tournament can be arranged later on.

Buy CHRISTMAS GIFTS
with a low cost

PERSONAL LOAN

YOU can be extra generous this Christmas and make worthwhile gifts. A Personal Loan will provide the needed cash. You get the money NOW and have a year to repay it in convenient monthly deposits.

The Bank pays you 2 per cent on the regular monthly deposits, thus reducing the moderate cost still further. The only requirements are good character, a clear record and a steady, adequate income. There is no investigation fee. It is not necessary to be a bank depositor.

Free Life Insurance

Every borrower in the Personal Loan Department is insured by the Bank without cost to the borrower and without medical examination. This insurance protects the borrower's family and any co-makers as it pays the loan should the borrower not live to pay it.

If you need funds for Christmas, or for any other worthy purpose, please apply between 9 A. M. and 2 P. M. (Saturdays 9 to 12).

"Allied with Progress"

National Commercial Bank and Trust Company
MAIN OFFICE: 58-60 STATE STREET, ALBANY
PARK BRANCH
Washington Avenue at Lark Street
NORTHERN BRANCH
Broadway at Pleasant Street
Copyright 1935 G. S. DeRouville

BEER, ALES AND PORTER

LAGER—Amsterdam, Ballantine, Beverwyck, Budweiser, Carlings, Dobler, Fitzgerald, Hedrick, Pabst, Liberty, Piel Bros., Quandt, Simon, Stanton, Union Club, Valley Forge

ALES—Amsterdam, Ballantine, Beverwyck, Cartington's, Dobler, Fitzgerald, Headrick, Pabst, Quandt, Ramshead, Stanton, Tan & Shunas, Union Club, V. F. Stock, Standard Rochester, Old Abbey

Bass (Imported) Ale and Guinness (Imported) Stout

B. J. E. MULLEN
Famous Soft Drinks
AGENTS OF GINGER ALE FOR OVER 60 YEARS
4-2204—Phone—4-2268
MORTON AVE., ONEIDA TERRACE AND CATHERINE ST.
# Civil Service Appointments

The following is a list of appointments to positions in the State service, made since the publication of the November issue.

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<td>Junior Clerk</td>
<td>Health, Albany</td>
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<tr>
<td>Carl Pierson</td>
<td>Junior Clerk</td>
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<tr>
<td>Thad Newton</td>
<td>Junior Clerk</td>
<td>Health, Albany</td>
</tr>
<tr>
<td>E. T. Reinin</td>
<td>Junior Clerk</td>
<td>Labor, Syracuse</td>
</tr>
<tr>
<td>G. Smilow</td>
<td>Junior Clerk</td>
<td>Labor, N.Y.C.</td>
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<tr>
<td>Julius Rockow</td>
<td>Junior Clerk</td>
<td>Labor, N.Y.C.</td>
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<tr>
<td>Harold Abramowitz</td>
<td>Junior Clerk</td>
<td>Labor, N.Y.C.</td>
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<tr>
<td>Harry Cohen</td>
<td>Junior Clerk</td>
<td>Labor, N.Y.C.</td>
</tr>
<tr>
<td>Henry Popper</td>
<td>Junior Clerk</td>
<td>Labor, N.Y.C.</td>
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<tr>
<td>Samuel Podgor</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Albert M. Passes</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Hyman Feinlein</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Harold H. Taub</td>
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<td>Arnold M. Herzog</td>
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<td>Owen V. Sweeney</td>
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<td>Irving Cohen</td>
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<td>Samuel Schwartzberg</td>
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<td>A. Harold Littenberg</td>
<td>Junior Clerk</td>
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<td>Bernard Perlman</td>
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<td>Jacob Palis</td>
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<td>Jerome S. Moshman</td>
<td>Junior Clerk</td>
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<td>Abraham Warner</td>
<td>Junior Clerk</td>
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<td>Joseph F. Rooney</td>
<td>Junior Clerk</td>
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<tr>
<td>Theodore Cohen</td>
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<td>Ida L. Marantz</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Herbert R. Scharnikow</td>
<td>Junior Clerk</td>
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<td>Michael Kraussof</td>
<td>Junior Clerk</td>
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<td>Sidney Nent</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>David Kolodny</td>
<td>Junior Clerk</td>
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<td>Louis J. Greengold</td>
<td>Junior Clerk</td>
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<td>Leon Kelston</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>James J. Levberg</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Maurice F. Brauneitbas</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Gertrude G. Polan</td>
<td>Junior Clerk</td>
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<td>Beatrice Orgitzer</td>
<td>Junior Clerk</td>
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<td>Philip Deutsch</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Leona Fain</td>
<td>Junior Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Esther Posansky</td>
<td>Junior Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Yetta Schwartz</td>
<td>Junior Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Rosalynde Asher</td>
<td>Junior Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Anna A. Holland</td>
<td>Junior Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Zina Marge</td>
<td>Junior Stenographer</td>
<td>Health, Albany</td>
</tr>
<tr>
<td>Mary E. Lafferty</td>
<td>Junior Stenographer</td>
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</tr>
<tr>
<td>Ethel G. Rice</td>
<td>Junior Stenographer</td>
<td>Labor, Albany</td>
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<tr>
<td>A. E. Mullen, Jr.</td>
<td>Junior Stenographer</td>
<td>Labor, Albany</td>
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<tr>
<td>Wm. S. Winfield</td>
<td>Assistant Stenographer</td>
<td>Public Works, Albany</td>
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<tr>
<td>Laura E. Landreth</td>
<td>Assistant Typist</td>
<td>Agriculture &amp; Markets, Buffalo</td>
</tr>
<tr>
<td>Katherine C. Reddy</td>
<td>Attendant Stenographer</td>
<td>State Hospital, Poughkeepsie</td>
</tr>
<tr>
<td>Margaret Krom</td>
<td>Junior Stenographer</td>
<td>Education, Albany</td>
</tr>
<tr>
<td>Randal J. Groat</td>
<td>Guard</td>
<td>State Institute, Napanoc</td>
</tr>
<tr>
<td>William J. Sayers</td>
<td>Mounted Policeman</td>
<td>Clinton Prison, Dannemora</td>
</tr>
<tr>
<td>Michael J. Sullivan</td>
<td>Guard-Instructor</td>
<td>Clinton Prison, Dannemora</td>
</tr>
<tr>
<td>Joseph M. Hogan</td>
<td>Guard-Instructor</td>
<td>Clinton Prison, Dannemora</td>
</tr>
<tr>
<td>William R. Harrison</td>
<td>Guard-Instructor</td>
<td>Clinton Prison, Dannemora</td>
</tr>
<tr>
<td>Geraldine Grounds</td>
<td>Asst. Statistics Clerk</td>
<td>Health, Albany</td>
</tr>
<tr>
<td>M. J. Murphy</td>
<td>Dir. of Workmen's Compensation</td>
<td>Labor, N.Y.C.</td>
</tr>
</tbody>
</table>

Up To Now 
Continued from Page 3

The general living conditions of employees may be summarized: In the more modern institutions they are adequately housed with modern conveniences, but in some institutions the visits showed employees were assigned antiquated quarters. The committee's survey reveals, however, that there are one thousand twenty-six female and nine hundred forty-two male employees housed in buildings with patients. This situation in some cases is not conducive to a proper morale and health standards and should be corrected as rapidly as possible.

According to institution figures, the number of male family heads living in rented homes outside the grounds is three thousand two hundred fifty-one and of female heads of families three hundred sixty-two.

If and when the necessary personnel is added, it will be necessary to provide additional living quarters for twenty of the institutions as in the territory adjacent to only twenty-seven institutions are living quarters available for rental purposes.
dred and ninety-five out of nine hundred and thirty-eight available family apartments were occupied on July first, nineteen hundred thirty-four, the number needed at that time was one thousand one hundred and forty-five apartments.

"From evidence adduced at the various hearings conducted by the committee it is evident that present arrangements for employees regarding working hours, commutation, sick leave, salary increments and time service allowance are generally unsatisfactory.

"The hours and working conditions in the institutions of the State of New York, as hereinbefore indicated, is in many instances, far from satisfactory. These employees have no one, other than the legislature, to whom they may look for relief if they seek to improve their conditions.

"The State by statute is providing shorter hours and higher wages for employees on public works but has not made adequate provision for the institutional employee, in whose hands rests the care of the wards of the State.

"Certain it is that the present system is in rather a complex condition varying with each institution or group of institutions and steps should be taken forthwith to enact a standard.

"The Committee recommends in addition to restoration of time service allowance and salary increments to their former standing, as soon as the fiscal affairs of the state permit, the adoption of legislation that will limit the hours of work to employees in State Institutions not to exceed a maximum forty-eight hour week."

Legislative Action

The Legislature passed bills at the 1935 session which would have established a maximum eight-hour day in all State institutions. They made the effective date July 1, 1936. They failed to make necessary money appropriations or financial suggestions to carry out the proposal. This was left to the Governor.

Executive Statement

Governor Lehman vetoed the maximum eight-hour bills, and wrote as he vetoed them:

Continued on Page 12

State employees enjoy

MINUTE MAN SERVICE

State employees tell us that they enjoy stopping at the Lexington because of its friendly "Minute Man Service" and the economy of its rates. All rooms have both tub and shower bath, circulating ice water, full-length mirror and radio...and rates are as low as $3.00 per day. The Lexington is located just a few short blocks from the Grand Central Terminal and is convenient to the shopping and theatre districts. Four moderate priced restaurants, including the famous Silver Grill.
Use Your Christmas Checks for Other Purposes

Do Your Christmas Buying on Our New Buying Plan!

BUY NOW

For Christmas
For Immediate Use
For Next Year

6 MONTHS - TO - PAY

FIRST PAYMENT DUE IN JANUARY!!

THIS PLAN APPLIES TO EVERY ITEM IN QUACKENBUSH'S VAST CHRISTMAS STORE

Fashions — Lingerie — Accessories — Children’s Wear
Men’s Furnishings

NO DOWN PAYMENT — NO DELAY

—You make your purchases in any department of the store at Quackenbush’s already low prices.
—Items purchased are delivered to you at once.
—Anyone with a steady income and the usual credit requirements may buy on this plan.
—You make no cash payment at the time of purchase. You pay in six equal amounts, plus a small carrying charge—beginning in January.
—Apply by mail—Phone Troy 267—or come to our Credit Department, Third Floor.

OPEN EVERY NIGHT UNTIL 9 P. M.
Beginning December 18

Up To Now
Continued from Page 11

"There is no doubt that many employees in the correctional institutions and hospitals are required to work unreasonably long hours. It is a situation that has always obtained, and should have been corrected many years ago, particularly during the period when the financial resources of the State would have readily permitted of change. The situation should be corrected as promptly as possible. Unfortunately, however, the finances of the State do not permit at this time of the additional commitments in these bills, which would be mandatory.

"I have no hesitation in saying that just as soon as possible the hours of State employees in such institutions should be reduced. Nothing, however, would be gained by the enactment of these bills at the present time; they would go into effect only on July 1, 1936. It would appear to me to be extremely unwise for the State to commit itself to these large additional expenditures when there is absolutely no way of knowing whether the financial condition of the State will permit of such an additional burden.

"If next year the finances of the State permit of a change in the hours and working conditions of guards, hospital attendants and other employees, I shall be only too glad to recommend it. I am unwilling, however, at this time to commit the State for the fiscal year beginning July 1, 1936, to an additional charge as large as that which would be involved in the enactment of these bills."

What Next?
The people at the last election approved bond funds which could be used for the necessary buildings. This phase of the situation, housing for the new employees, has been grossly misrepresented. This Association believes that the building of ‘housing’ should give way to the building of ‘homes.’ Throughout the Nation, in building, the home thought prevails. Only recently, Purdue University worked out plans for home dwellings at costs that are very low.

The abolition of the long day in State service is a sound social move.
It would be little short of criminal neglect not to assure that the building of any needed housing would be along modern, moral ways. The home is the greatest American institution. Present institutional employment practices are the enemy of the home and family life.

Is the money available? This is more a matter of social and citizen welfare budgeting than economic budgeting. Is any economic budget sound that does not first provide for the correction of grave social wrongs? Is any State budget balanced as long as the living and working conditions of employees are out of balance with good social practices?

State employees must gain such public support for the abolition of the long day that no power on earth can stand against it.

**Bowling League**

The standing of the Association State Civil Service Employees Bowling League, composed of State employees in Albany follows:

<table>
<thead>
<tr>
<th>Team</th>
<th>W</th>
<th>L</th>
<th>Pct.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comptrollers</td>
<td>24</td>
<td>6</td>
<td>.800</td>
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<tr>
<td>Grade Cross. Engrs.</td>
<td>23</td>
<td>7</td>
<td>.767</td>
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<tr>
<td>Tax</td>
<td>18</td>
<td>12</td>
<td>.600</td>
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<tr>
<td>Health—P. S.</td>
<td>16</td>
<td>14</td>
<td>.533</td>
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<td>Architects</td>
<td>15</td>
<td>15</td>
<td>.500</td>
</tr>
<tr>
<td>Civil Service</td>
<td>10</td>
<td>20</td>
<td>.333</td>
</tr>
<tr>
<td>Law</td>
<td>6</td>
<td>21</td>
<td>.222</td>
</tr>
<tr>
<td>Public Works</td>
<td>5</td>
<td>22</td>
<td>.185</td>
</tr>
</tbody>
</table>

The ten high averages in the league are:

- Burgess 24 4664 194
- DeRusso 30 5417 181
- F. Clark 18 3195 178
- Hartigan 27 4778 177
- Lewis 30 5271 176
- Dolson 12 2115 176

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**Committee Appointments 1936 (Continued from Page 6)**

**EDUCATION COMMITTEE**

Dr. Istar Haupt, Chairman, Dept. of Civil Service
W. C. Smith, Dept. of Education
Leslie S. Wood, Rochester Chapter
Ralph D. Fleming, Dept. of Education

**AUDITING COMMITTEE**

Owen D. Maxwell, Chairman, Dept. of Agriculture & Markets
Francis C. Maher, Dept. of Law
Robert B. Haner, Dept. of Audit & Control

**AUTOMOBILE FLEET INSURANCE COMMITTEE**

John W. Henry, Chairman, Dept. of Labor
Charles C. Dubuar, Insurance Department
John Kelly, Dept. of Audit & Control
John T. Higgins, Division of Standards & Purchase

**HOSPITAL COMMITTEE**

John A. Livingstone, Chairman, Hudson River State Hospital
J. P. McKiernan, Central Islip State Hospital
Guy Campbell, Rockland State Hospital
H. Redmond, St. Lawrence State Hospital
Fred O. Field, Willard State Hospital

---

**De Witt Clinton Mezzanine Lounge**


---

**AUTOMATICALLY CONTROLLED HEAT**

Furnished with BLACK STORK Hi-Test Anthracite at Same Price
Now Paid for Furnace Size Coal

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Equipment Dept.—256 Lark Street
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Anywhere in Albany, Rensselaer, Delmar, Slingerlands, Lathams
Your Responsibility Now!

Are freedom and individual independence desirable? Is home life to be encouraged? Is a job essential? Is a bank account helpful? Does it promote happiness or pleasure to have a regular income? Should workers be rewarded justly and adequately?

The above questions deal with everyday matters. They are perhaps the most vital practical questions which could be asked, although they might be worded in a thousand different ways.

Why do we ask them? To direct your attention to the fact that State employees have as much interest in these questions and in every practical question of life as any other group anywhere.

There is only one way for individuals to express themselves in our present day social, political and economic set-ups and that is through uniting with each other in a single, strong, well-managed and well supported Association. State civil service employees recognized this fact way back in 1910. In that year they organized this Association. For periods of time they, like other groups, gave way to discouragement or indifference and neglected to support or to use their organization to the best advantage.

However, they are now fully alert to the need of complete and active organized effort. They understand that very important changes are taking place in the economic and political world, changes which touch upon their every action. Individually, they would be as a single man in a rowboat in the middle of the Atlantic, helpless. United, they ride the ocean of current events as does the master ship of navigation—safe, certain, confident as to the outcome of their voyage.

United in this Association—THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK — the only recognized purely State-wide, all-State-employee body devoted entirely to State service—a body similar to those functioning in other progressive states of the Union, they have had the satisfaction of proposing, working for, and seeing brought to fruition as only a few of the major achievements started, the following:

1. Strengthening of civil service protection.
2. Establishment of State Retirement System.
3. Addition of approximately $1,000,000 annually since 1930 (except during period of moratorium) to the total pay-roll of State workers.
4. Delay of depression salary cuts.
5. Minimum total cut with no cut for workers below $2,000 per year.
6. Complete restoration of salaries and increments last year.
7. Progressed establishment of maximum 8 hour day for institutional workers with better living conditions.

But the organized work of State civil service employees has really only begun. This and the few years ahead will be the most crucial of all the years we have known so far as salaried workers generally are concerned. Employer groups are uniting as never before. Social groups are forming everywhere. Political activities are more intensive than they have ever been. State civil service workers cannot halt or hesitate for a single moment.

AS A PERSONAL NEED AND NECESSITY YOU MUST HAVE EFFECTIVE ORGANIZATION. YOU CANNOT GET ALONG WITH A DIVIDED OR WEAK ORGANIZATION. YOU MUST GO FORWARD, THOUSANDS STRONG. YOU MUST HAVE A DEFINITE PROGRAM, ENTHUSIASTIC LEADERS, A WELL MAINTAINED AND EFFICIENT HEADQUARTERS FINANCED TO SECURE AND TO SUPPLY THE VERY BEST SERVICES ON BEHALF OF STATE EMPLOYEES AT ALL TIMES.

ORGANIZATIONS BEGIN WITH ONE OR TWO INDIVIDUALS. THAT'S THE WAY YOUR GIANT ORGANIZATION OF 12,000 SOULS BEGAN. BUT MEMBERSHIP WILL ALWAYS BE AN INDIVIDUAL MATTER. YOUR MEMBERSHIP FOR 1936—YOUR PART IN ORGANIZED EFFORT AND IN THE BENEFITS OF ORGANIZATION IS A PERSONAL MATTER. YOU MUST ATTEND TO IT YOURSELF. DO THIS TODAY. SEE THE OFFICERS OF YOUR LOCAL CHAPTER OR THE REPRESENTATIVE OF YOUR LOCAL GROUP IF YOU HAVE NOT A CHAPTER, OR SEND YOUR MEMBERSHIP DIRECT TO HEADQUARTERS OF THE ASSOCIATION IN THE STATE CAPITOL, ALBANY, N. Y. YOUR PART IN THE GREAT PROGRAM FOR BETTERMENT, IN THE RIGHTEOUS-CAUSE-FIGHT OF 1936 WILL THEN BE ASSURED. YOU ARE INVITED TO BECOME A LEADER TO COMPLETE THE ORGANIZATION OF ALL STATE EMPLOYEES.

THIS IS NOT A MEMBERSHIP APPEAL—IT IS A MESSAGE CALLING TO ORGANIZATION FOR THE PRESERVATION AND DEVELOPMENT OF YOUR OWN WORKING CONDITIONS—YOUR OWN DIRECT WELFARE.
Application for New York State Civil Service Office Employees Group Insurance

Date: 193...

Name in Full (Print)...

Residence Address...

Place of Business...

Name of Beneficiary (in full)...

Address of Beneficiary...

My Monthly Salary is $...

Enclosed herewith find: Check...

Money Order for $...

Cash...

Weekly Benefits are $...

I have Accident and Health Insurance with the...

I, member of the Association of State Civil Service Employees of the State of New York, understand and agree that this application is void unless at date the insurance is to become effective I am on duty and regularly employed.

Signature of Member...

FRANK J. MCGARRY
51 State Street
Albany, New York
Phone No. 4-2916
Representative Group Dept., Albany Division

CONTINENTAL CASUALTY COMPANY
75 Fulton Street
New York City
Telephone BEEKman—3-6180
FORD & PINE—Representatives Group Department
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A complete line of diamonds, jewelry, silverware, nationally known watches, dresser sets, and gifts of practically every description for every member of the family, and your friends. Exceptional large variety at most reasonable prices.

Credit readily arranged without red tape. All transactions in strict confidence. A whole year to pay. Make your selections now. If desired, a phone call will bring representative.

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Open Evenings Until Christmas

Whitney's The Christmas City

Ready to meet Every Demand for Gifts for the Home and Family

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—for—

A Happy Christmas and A Prosperous New Year